

ADR LUNCHTIME SERIES

How ADR May Help to Navigate the “Reasonable Accommodation Interactive Process”

The Rehabilitation Act requires federal agencies to provide reasonable accommodation to employees with disabilities. To do this generally requires an “interactive process” between a supervisor or manager and an employee. The presenter will discuss the rights and responsibilities of these parties and how elements of ADR could help managers and employees successfully navigate the interactive process. The session will focus on key questions to be explored during the interactive process and how the issue of accommodation may be raised while addressing performance and conduct problems.

Sharon Rennert – Senior Attorney Advisor,
U.S. Equal Employment Opportunity Commission

Presented by: The Interagency ADR Working Group, Workplace
Conflict Management Section

Date: Thursday, November 13, 2008

Time: Noon - 1:30 PM

Please allow extra time for security procedures

Location: U.S. Department of Energy
1000 Independence Ave, SW, Room GJ-015
Washington, D.C.

Directions:

Orange/Blue Line-Smithsonian/Holocaust Museum/Bureau of Engraving
and Printing Exit; Yellow Line-L'Enfant Plaza/Maryland Ave. Exit

Please RSVP by November 7, 2008, with name, citizenship, and
agency/employer to Cindy Mazur, ADR Director, FEMA, at
cindy.mazur@dhs.gov Questions? Call Cindy at (202)646-4094. If
you would like to listen via teleconference, please contact Pamela
Pontillo at Pamela.Pontillo@hq.doe.gov.